



Eric N. Miller Discusses Employee Benefits and ERISA Implications in HR.com

Spencer Fane attorney [Eric N. Miller](#) wrote the article [The Hidden ERISA Risk In Voluntary Benefits Programs](#), recently published by *HR.com*.

In Eric's article, which originated as a firm [blog post](#), he analyzes how employers structure voluntary employee benefit programs and the legal questions that can arise under ERISA. The article highlights how these programs may or may not be exempt from ERISA depending on how they are administered and presented to employees while also underscoring the importance of employers carefully reviewing their benefit offerings to ensure proper compliance and risk management.

"Employers that have allowed insurers to market these types of voluntary programs to their employee populations, and who are currently taking the position that the DOL's voluntary plan safe harbor applies, should take a fresh and careful look at whether all of the elements of the safe harbor have been met with respect to their voluntary benefit programs," Eric wrote.

At the firm, Eric guides clients through all aspects of employee benefits law, prioritizing tailored business objectives geared toward long-term success and profitability as he strategizes plans, guidance, and best practices that adhere to evolving legal and regulatory landscapes.

Read Eric's full article [here](#).